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Employee Sub-Committee Meeting Minutes January 28, 1999

Commission for Blacks

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MEETING NOTES: EMPLOYEE SUB-COMMITTEE

The BRAC Sub-Committee on Employee Issues met at the Office of DRES on January 28, 1999. Persons present included: JoAnn Jeter, Jenny Richter, David Rucker, Alan Chesney, Marva Rudolph, and Ros Greshoff (added to the sub-committee by Alan Chesney). The committee reviewed each of the recommendations made in the CFB Task Force Report and made the following assessments:

9/15/99 Jeter & Greshoff
RECOMMENDATION 7: No action should be taken because the Chancellor has indicated that he considers the issue of diversity to be a shared responsibility--faculty, staff, students--and that no individual office and or person should bare the sole responsibility of diversifying the UTK campus. The sub-committee further acknowledged that since the CFB Task Force Report, several offices and departments have taken efforts to incorporate diversity within all aspects of their programmatic areas. What is needed is better coordination in order to minimize duplication of efforts and to make better use of available resources. Shared responsibility and communication is important.

Pos. Climate Committee
Change culture
diversity
diversity
diversity
RECOMMENDATION 8: This is a continuation of Recommendation 7. Some of the committees that deal with special interest/diversity groups include: the Positive Climate Committee (Marianne Woodside, Chair), Sexual Harassment Programs (DRES), Disability Awareness Etiquette (OHRM), and the Change Model (DRES). The sub-committee recommends a review and listing of other campus programs as well as programs of this nature at other higher educational institutions (see DRES for possible survey). Also, Alan will check with Marianne Woodside to get information on status of the Positive Climate Committee.

Was done making improvements
making by inclusion of efforts
RECOMMENDATION 12: The sub-committee recommends that no specific person at OHRM be identified as a minority recruiter. Efforts, as stated in recommendation 7, should be wide spread. Also, efforts should not only be limited to recruitment efforts should address efforts to recruit and hire.

Al +
Some
efforts
done
done
RECOMMENDATION 13: DRES and OHRM should be integral parties of the evaluation process. Evaluations should include some measures to determine types of efforts, training opportunities, promotions, etc. Finally, there should be recognition that decisions are based on personal and professional reasons. Sometimes, in spite of positive efforts, you are not able to recruit and/or retain persons from diverse groups.

Consider how budgetary restraints to dept
where diversity can be documented
efforts & results

Report by Alan

effect as a pool
audit & report - function but not financial mgmt. function.
→ Annual review to Chancellor
→ Look at & recommend change.
RECOMMENDATION 14: The sub-committee recognizes the need for better coordination of and communication about existing programs (BGOP, BSDF, etc) so that all interested parties will know what is available, extent of resources, effectiveness of programs, ways to coordinate and stretch available resources, etc. Coordination should exist among such units as the Office of the Chancellor (DRES, OHRM), the Vice Chancellor of Academic Affairs, and the SWA in monitoring and reporting Geier programs. UTK should make sure that we develop the types of proactive activities that can be incorporated within the on-going decision making process. This will help us answer the question of what happens if/when there are major changes to Geier and/or affirmative action programs.

RECOMMENDATION 17: This recommendation needs to be re-written (Jenny and Marva will work on this).

RECOMMENDATION 19: Related to recommendation #14. Marva needs to check with Nina Elliott to see if the Grow Your Own program is still in effect and if so get an idea of what it provides and how well it is doing.

rewrite
RECOMMENDATION 21: The sub-committee stated that efforts and programs exist now that were not available at the time this original recommendation was made. For instance, the CFB recently created two new annual awards that will recognize the accomplishments of African American students and employees (administrators, staff, and faculty) who have made specific efforts in the area of diversity. We also need to pay particular attention to the types of nominations being made for all types of campus awards particularly the Chancellor's Honors Awards.

ALAN
The sub-committee recommended that we get information from Bert Sams will show the recipients for the Chancellor's Honors Awards (period of 1993-present).

RECOMMENDATION 22: ~~The sub-committee stated that this was not a good idea.~~ Suggested that we concentrate and document status/efforts of such things as the Positive Climate Committee and the report developed for the UTK Five Year Plan (sub-committee chaired by Maxine Thompson).

See Chancellor Snyder's 5-yr. Plan
Laurie will send